

Below are comparable salaries from 12 different cities for mayors across the Southern United States. As you can see, the average is \$148,896.00 with the high being \$192,896 and the low being \$102,312.00. In general, it was evident that mayoral salaries across the entire United States varied significantly from city to city and no pattern existed between salary and/or size of the city.

Mayoral Salary

Birmingham, AL	\$	128,000.00	
Columbia, SC	\$	162,815.00	
Greenville, SC	\$	192,109.00	HIGH
Little Rock, AR	\$	160,000.00	
Omaha, NE	\$	102,312.00	LOW
Louisville, KY	\$	118,216.00	
Lexington, KY	\$	120,574.00	
Memphis, TN	\$	170,817.00	
Nashville, TN	\$	180,000.00	
Jacksonville, FL	\$	180,332.00	
New Orleans, LA	\$	154,533.00	
Lafayette, LA	\$	117,044.00	
Average	\$	148,896.00	AVERAGE

The mayoral starting salary for Baton Rouge has been at \$106,923 .00 since 1999. Assuming a cost of living increase of 3% per year from 1999 to present, it would yield the following mayoral starting salaries as listed below. Looking into the future, the next four year mayoral term (2017-2020) would yield an average salary of \$190,385.62. It is also important to note that the Consumer Price Index from 1999 to present shows an inflation rate of close to 48% which is approximately 3% per year.

1999	\$	106,923.00	Beginning salary in 1999
2000	\$	110,130.69	3% increase per year
2001	\$	113,434.61	
2002	\$	116,837.65	
2003	\$	120,342.78	
2004	\$	123,953.06	
2005	\$	127,671.65	
2006	\$	131,501.80	
2007	\$	135,446.86	
2008	\$	139,510.26	
2009	\$	143,695.57	
2010	\$	148,006.44	
2011	\$	152,446.63	
2012	\$	157,020.03	
2013	\$	161,730.63	
2014	\$	166,582.55	
2015	\$	171,580.03	
2016	\$	176,727.43	

2017	\$	182,029.25	Average of 4 Years
2018	\$	187,490.13	\$ 190,385.62
2019	\$	193,114.83	
2020	\$	198,908.28	

The list below is an example of cities that have a Mayor but also have a County Executive. In the case of East Baton Rouge Parish, our Plan of Government calls for an individual that will be elected to serve as the Mayor Baton Rouge but also the Parish President for EBR. What is being held as two position in some other areas of the South is being held by one position in East Baton Rouge Parish, our Mayor President. I have shown the individual salaries of the Mayor and the County Executives for each city along with the total of both positions combined.

	Mayor	County Exec.	Total
Birmingham, AL	\$ 128,000.00	\$ 224,000.00	\$ 352,000.00
Columbia, SC	\$ 162,815.00	\$ 181,000.00	\$ 343,815.00
Greenville, SC	\$ 192,109.00	\$ 192,147.00	\$ 384,256.00
Little Rock, AR	\$ 160,000.00	\$ 95,256.00	\$ 255,256.00
Memphis, TN	\$ 170,817.00	\$ 150,000.00	\$ 320,817.00
Omaha, NE	\$ 102,312.00	\$ 146,157.00	\$ 248,469.00
		AVERAGE	\$ 317,435.50

Top Ten Salaries for City-Parish Employees, Elected Officials, EBRP Schools, EBRP Agencies

**Our Mayor President
Doesn't Even Make
The Top Ten**

1	Warren Drake	EBRP School Super.	\$	235,000.00
2	Beau Clark	Coroner	\$	200,000.00
3	Corey Reech	BR Police Lt.	\$	195,736.00
4	Bob Mirabito	CATS	\$	175,000.00
5	Sid Gautreaux	EBRP Sheriff	\$	174,088.00
6	Paul Arrigo	Visit Baton Rouge	\$	163,000.00
7	Ed Smith	BR Fire Chief	\$	161,752.00
8	Carl Dabadie	BR Police Chief	\$	159,640.00
9	J.B. Fontenot	BR Police Sgt.	\$	157,886.00
10	Carolyn McKnight	BREC	\$	157,000.00
11	Mary Roper	Parish Attorney	\$	149,350.00
12	Kip Holden	Parish President	\$	146,590.00

Based on the information shown above, it would be my recommendation that we set the Mayor President salary at \$225,000/year. The salary would remain the same for all 4 years of the term (2017-2020). As a companion item to this, I would also recommend that we revise Ordinance 16040 to remove any and all accrual of vacation and sick leave. By doing so, we remove any large lump sum payments that would be owed to the outgoing Mayor President for unused sick leave and vacation time.